

**Stillwater Public Schools
2025-2026 Certified Salary Schedule**

STEP	Level I Bachelor Degree	Level II Bachelor plus 16 hrs	Level III Master Degree	Level IV Master plus 16 hrs	Level V Doctorate or Master +50 hrs
0	\$43,625	\$43,625	\$45,125	\$45,375	\$47,125
1	\$44,072	\$44,133	\$45,652	\$45,905	\$47,677
2	\$44,524	\$44,647	\$46,185	\$46,763	\$48,235
3	\$44,980	\$45,168	\$46,725	\$47,310	\$48,800
4	\$45,442	\$45,695	\$47,271	\$47,864	\$49,373
5	\$46,909	\$47,228	\$49,156	\$49,985	\$51,532
6	\$47,381	\$47,769	\$49,721	\$50,560	\$52,126
7	\$47,858	\$48,316	\$50,292	\$51,142	\$52,728
8	\$48,341	\$48,870	\$50,871	\$51,731	\$53,337
9	\$48,828	\$49,431	\$51,457	\$52,328	\$53,954
10	\$50,501	\$51,339	\$53,050	\$54,295	\$56,203
11	\$51,001	\$51,918	\$53,651	\$54,911	\$56,843
12	\$51,507	\$52,505	\$54,259	\$55,535	\$57,491
13	\$52,019	\$53,099	\$54,875	\$56,166	\$58,147
14	\$52,536	\$53,700	\$55,498	\$56,806	\$58,811
15	\$54,059	\$55,309	\$57,129	\$58,453	\$60,484
16	\$54,588	\$55,925	\$57,768	\$59,109	\$61,165
17	\$55,122	\$56,549	\$58,416	\$59,773	\$61,854
18	\$55,663	\$57,181	\$59,071	\$60,445	\$62,553
19	\$56,209	\$57,821	\$59,734	\$61,126	\$63,260
20	\$56,962	\$58,857	\$60,406	\$61,815	\$63,975
21	\$57,523	\$59,518	\$61,086	\$62,512	\$64,700
22	\$58,089	\$60,187	\$61,775	\$63,219	\$65,434
23	\$58,662	\$60,864	\$62,472	\$63,934	\$66,177
24	\$59,242	\$61,550	\$63,178	\$64,658	\$66,929
25	\$60,306	\$62,244	\$64,035	\$65,831	\$68,452
26	\$60,904	\$62,947	\$64,761	\$66,579	\$69,233
27	\$61,508	\$63,659	\$65,495	\$67,337	\$70,023
28	\$62,118	\$64,380	\$66,239	\$68,103	\$70,823
29	\$62,736	\$65,110	\$66,992	\$68,880	\$71,634
30	\$63,360	\$65,849	\$67,754	\$69,666	\$72,454
31	\$63,646	\$66,148	\$68,063	\$69,984	\$72,786
32	\$63,935	\$66,449	\$68,373	\$70,304	\$73,120
33	\$64,224	\$66,751	\$68,685	\$70,625	\$73,456
34	\$64,516	\$67,055	\$68,999	\$70,949	\$73,793
35	\$64,808	\$67,360	\$69,314	\$71,273	\$74,132
36	\$65,102	\$67,667	\$69,630	\$71,600	\$74,473
37	\$65,398	\$67,975	\$69,948	\$71,928	\$74,815
38	\$65,695	\$68,285	\$70,268	\$72,257	\$75,159
39	\$65,993	\$68,596	\$70,589	\$72,589	\$75,505
40	\$66,293	\$68,909	\$70,912	\$72,921	\$75,853

District Paid Retirement: The district pays 4% of the teachers' required 7% contribution to the Oklahoma Teachers Retirement System (OTRS).

National Board Certification Payment: Teachers who applied for and/or received National Board Certification after June 30, 2013 are eligible to receive an additional \$1,000 per year from SPS. Teachers eligible to receive the National Board Certification Bonus from the state shall not be eligible to receive the additional salary increment set forth in this salary schedule.

Step 40+ Payment: In addition, those eligible teachers on step 40 in 2024-2025 shall be awarded a \$600 one time stipend.

State Flexible Benefit Allowance (FBA): Employees that elect to participate in the District's health insurance plan will receive the Flexible Benefit Allowance (FBA) as provided by Oklahoma Statutes.

Cash in Lieu of Flexible Benefit Allowance: Employees not enrolled in the District's health insurance plan shall receive from the state taxable compensation of \$836.52 per year in lieu of health insurance.